

Alternatives to Employment

There are several things to consider when becoming an employer. It might be that although you have chosen an ideal person to become your Personal Assistant but you do not want or cannot manage all of the responsibilities. Therefore, there are a few alternatives that could help.

Third Party Employer

This would mean a nominated person can manage the Direct Payment on your behalf and not only look after the finances, but also become the legal employer. This person would then be the 'named employer' and take on all of the responsibilities of the employer.

Secondment to an agency

Another option when your Personal Assistant has been identified is that your member of staff signing up with a 'domiciliary care' (home care) agency. The agency would then be the employer and you would not have any responsibilities. The agency could also provide replacement carers if necessary. Your carer would need to meet the standards for the agency and you would not be in control of how much money your PA receives as this is set by the agency. However, included in their fees are training and supervision of your staff.

'In Between' providers

There are two organisations who offer a middle-way between direct employment and employment by an agency. Homecare Direct and Independent Living Alternatives could become the legal employer of your staff, but you retain the management and supervision of them. You would set the hourly rate, but they charge an administration fee on top of each hour. This fee covers all aspects e.g. insurance, Tax, NI, etc. You would need to retain responsibility of replacing your PA if they are away from work.

Homecare Direct

www.homecaresdirect.co.uk

0845 061 9000

Independent Living Alternatives

www.ilanet.co.uk

020 8906 9265